

Facilitator CHiPs



Constructive, Helpful, and Informative Practices

Prepared by the ORO Facilitator Program to help enhance individual and organizational excellence

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Facilitation Services Available:

- Process Improvement
- Team Building
- Change Management
- Strategic Planning
- Customer Focus and Assessment
- Baldrige Quality Award Criteria for Performance Excellence
- Valuing Differences
- Problem Solving, Decision Making, and Consensus Building Tools
- 360° Feedback Instruments
- Problem Identification and Clarity
- Reengineering
- Integrated Organizational Renewal
- Facilitator Skills Training for Supervisors

For more information about facilitator services or to suggest a CHIP topic, e-mail or call:

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Previous issues of CHiPs are posted on our web site and our bulletin board on the ground floor of the FOB near the cafeteria.

The 21 Irrefutable Laws of Leadership - Part 3

John C. Maxwell is the founder of INJOY, an organization dedicated to helping people maximize their personal and leadership potential. Each year, Maxwell speaks to more than 250,000 people and influences the lives of more than one million people through seminars, books and tapes. **Below are laws 11-15 of the 21 laws cited in his book.**

11.THE LAW OF THE INNER CIRCLE

A Leader's potential is determined by those closest to him.

Bring 5 types of people into your inner circle: 1) Potential Value - Those who raise up themselves, 2) Positive Value - Those who raise morale in the organization, 3) Personal Value - Those who raise up the leader, 4) Production Value - Those who raise up others, and 5) Proven Value - Those who raise up people who raise up other people.

12.THE LAW OF EMPOWERMENT

Only secure Leaders give power to others.

"The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it." (Theodore Roosevelt)

The only way to make yourself indispensable is to make yourself dispensable. The 3 barriers to empowerment are: 1) desire for job security, 2) resistance to change, and 3) lack of self-worth.

13. THE LAW OF REPRODUCTION

It takes a Leader to raise up a Leader.

How Leaders became Leaders -- by Natural Gifting = 10 percent, as the Result of some Crisis = 5 percent, and by the Influence of another Leader = 85 percent.

14.THE LAW OF BUY-IN

People buy-in to the Leader, then the vision.

The Leader finds the dream and then the people. The people find the Leader and then the dream. People don't at first follow worthy causes - they follow worthy leaders who promote worthwhile causes. When the followers don't like the leader or the vision, they look for another leader. When the followers don't like the leader but they do like the vision, they still look for another leader. When the followers like the leader but not the vision, they change the vision. WHEN THE FOLLOWERS LIKE THE LEADER AND THE VISION, THEY WILL GET BEHIND BOTH.

15.THE LAW OF VICTORY

Leaders find a way for the team to win.

Victorious leaders feel the alternative to winning is totally unacceptable, so they figure out what must be done to achieve victory, and then they go after it with everything at their disposal. Victory is possible if you have: 1) Unity of Vision, 2) Diversity of Skills, and 3) A leader dedicated to victory and raising his people to their potential.

A TEAM DOES NOT WIN THE CHAMPIONSHIP IF ITS PLAYERS HAVE DIFFERENT AGENDAS